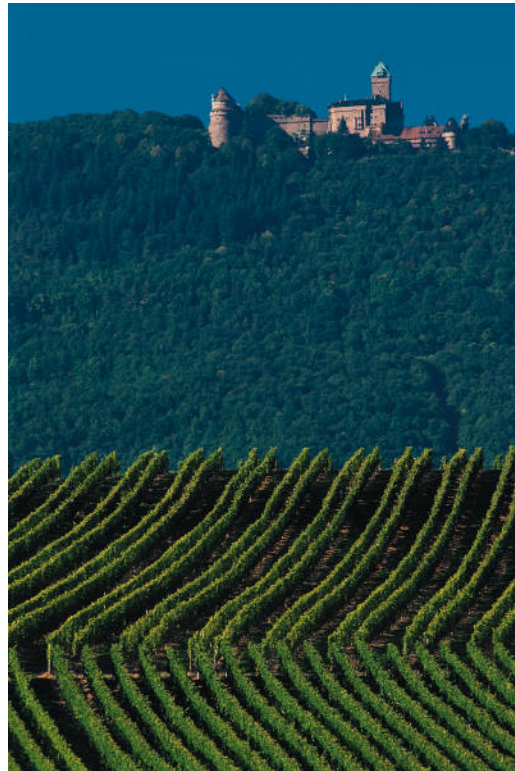


# The Ecology of Practice

A conceptual model



John Tully, RN, BScN, MScN

Clinical Practice Consultant, Professional Practice & Integration

FHA Researcher's Café, February 26<sup>th</sup> Royal Columbian Hospital

# Ecology of Practice Model (EOPM)



- Is the overarching model of the Practice Start program in Fraser health
- The EOPM is a model to integrate students into the workplace environment so they become one with the health care team and the care delivery model.
- A place where they can grow and flourish surrounded by *tending gardeners* (FH staff)

# Living systems

- Living systems like the ocean, forests and weather are significantly complex with multiple variables, life cycles of birth to death and renewal, where each affect each other to different degrees. The health care environment is similarly complex.



# Main components

- Environment
- Planting
- Support
- Harvest



# The Ecology of Practice (c) John Tully

a conceptual model

## Environment

Soil  
Air  
Sun  
Water  
Foliage  
Nutrients  
Topography  
Weeds  
Toxins

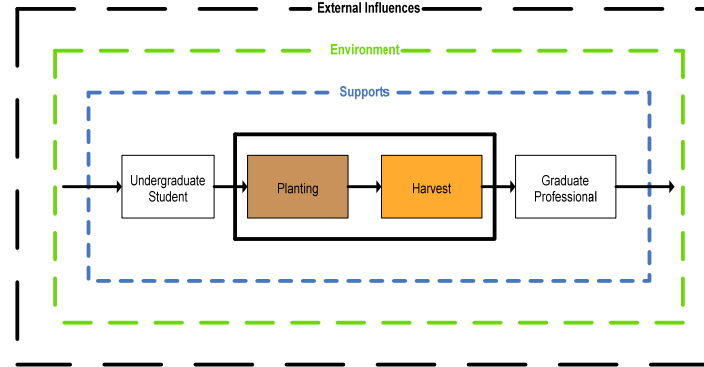


## Planting

Strong roots  
Cross pollination  
Diversification  
Cycle of growth & death  
Ecological integrity

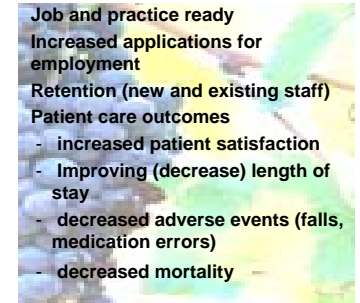


Ecology of Practice



## Harvest

Production cycle  
Good "produce"  
Community celebration



## Supports

Trellis  
Tending "gardeners"  
Strong roots  
Pruning/shaping



In health care we cannot sustain a positive environment surrounded by clinical areas that are toxic as indicated by low moral, problematic recruitment and substandard care outcomes.



# Environment

- Soil
- Air
- Sun
- Water
- Foliage
- Nutrients
- Topography
- Weeds
- Toxins



- Practice Culture
  - Autonomy
  - Positive physician relationships
  - Self governance
- Quality Practice Environments
- Mentorship
- Communication
- Innovation & Adaptation (change)
- Living culture
- Ecological footprint
- Social equity
- Sustainability and restoration

- Undergraduate Nurses and New Graduate Nurses as seedlings need to be nurtured and strongly rooted to weather the changes in health care, as well as ability to trust a rely on staff during their times of vigorous growth



# Practice Start Program

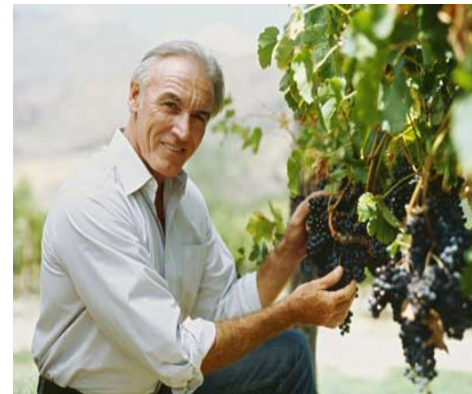
## Partnerships “the gardener’s”

### Internal

1. Students and New Graduates
2. Clinical Educators
3. Clinical Practice Leaders
4. Recruitment Services
5. Communication
6. Benefits and People Information
7. Labour Relations
8. Finance
9. Research
10. Occupational Health and
11. Workplace Safety
12. Information Technology

### External

1. Union Representatives
2. Media
3. Regulatory College  
Representatives
4. School of Nursing Faculty
5. Health Employers  
Association of BC (HEABC)



# Planting

**Strong roots**

**Cross pollination**

**Diversification**

**Cycle of growth & death**

**Ecological integrity**



**Recruitment**

**- Student centered**

**- Ethical**

**Leadership**

**- Stewardship**

**Accountability**

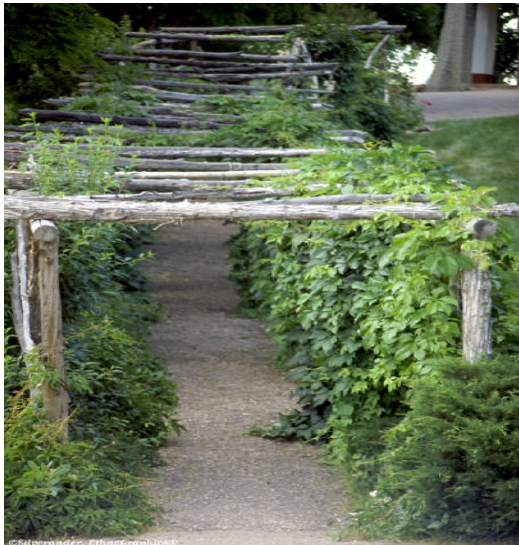
**Responsibility**

**Interconnectedness**

**- Councils**

# Supports

- **Trellis**
- **Tending “gardeners”**
- **Strong roots**
- **Pruning/shaping**



- **Bonding**
- **CAPE Tool**
- **Learning Practice Partnerships**
- **Systems, structures and processes**
  - **Orientation**
- **Educational opportunities**
- **Leadership**

# Supports cont.

- Specific clinical competencies within the Competency, assessment, Planning & Evaluation (CAPE) Tool act as a trellis providing a solid structure for seedlings to grow



# Harvest

- **Production cycle**
- **Good “produce”**
- **Community celebration**

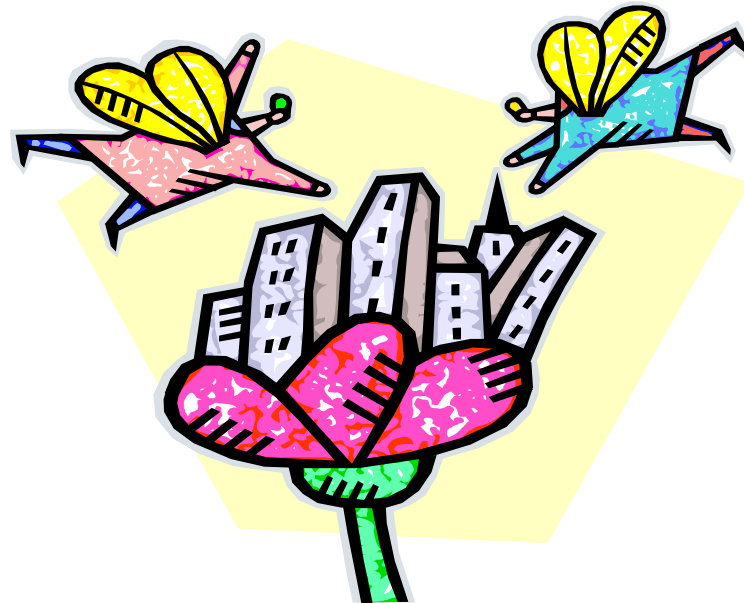


- **Job and practice ready**
- **Increased applications for employment**
- **Retention (new and existing staff)**
- **Patient care outcomes**
  - increased patient satisfaction
  - Improving (decrease) length of stay
  - decreased adverse events (falls, medication errors)
  - decreased mortality

# Practice Start Program (RN/RPN)

<b>Fiscal Year</b>	<b># of hired Undergraduate Nurses</b>	<b># of hired New Graduate RN/RPNs</b>
2004-2005	24	Program not established
2005-2006	207	109
2006-2007	488	200
2007-2008	892	319
<b><i>2008- 2009 (to date)</i></b>	<b><i>806 (906)</i></b> <i>(100 ESNs in March hiring fair)</i>	<b><i>344 (416)</i></b> <i>(72 pre screening/applied)</i>

- This sustainable ecosystem will be maintained by cross pollination through mentorship and clinical learning unit workshops as well as cultural changes supporting practice



# Questions

